BILLET STRUCTURE
MOS 3112

MARINE CORPS TAC-ON
27 April 2007

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BILLET STRUCTURE
MOS 3112

- Mission Statement

  It is now time to restructure and "Modernize" the 3112 OCCFLD to maintain pace with the realities that have been directed within the joint community pertaining to strategic, operational, and tactical distribution.

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- Current 3112 Structure
  - 548 Hard Line Billets
    - 285 Base/Stations (52%)
    - 263 MLG's (48%)
- Although the structure is close to 50/50, a large percent of the MLG billets are fapped out to support base/station functions. (Passenger, Personal Property, Freight, Air Terminal Ops).

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- **MOS Breakdown**

  - Approximately 79% of all 3112 Marines support Base/Station functions

  - Only 21% of all 3112 Marines perform freight/sustainment distribution functions within the MEFs/MLGs

- **MLG Breakdown**

  - Only 41% of MLG Marines perform freight/sustainment distribution functions and 59% performs Base/Station functions

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- **CMC DIRECTION**

  “As our Corps postures for the long war, and in order to meet challenges of frequent deployments, I want our Corps Leadership to initiate policies to ensure all Marines are provided the ability to deploy to a combat zone.”

  General James T. Conway, Commandant of the Marine Corps

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- **FACTS**

  - Per USC Title 10 the Marine Corps is not the process owner for distribution functions within both the Strategic (USTRANSCOM) and Theatre (U. S. ARMY), and Tactical Distribution.

  - The Marine Corps is merely a user of their processes which requires us to adjust to their methods to gain support to facilitate actual end to end (E2E) in-transit visibility (ITV) of our forces sustainment needs.

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- **HARD FACT**

  - Currently the 3112 OCCFLD is not structured, trained, nor equipped properly to perform the required functions within a wartime/deployed environment.

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- **RESTRUCTURE**
- Crucial First Step
- In order to restructure the 3112 OCCFLD to be better prepared to support the Global War on Terrorism (GWOT) and for future conflicts, it is vital that a paradigm shift be accomplished on how the 3112 OCCFLD is structured, trained, equipped, in addition to how it is perceived by other USMC LOG OCCFLDS.

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- To accomplish this, we must shift the 3112 OCCFLD from being Base/Station Centric to becoming MEF/MLG/MAGTF Centric.

- We can accomplish this needed paradigm shift in short order with collective support from HQMC I&L, MCCDC (TECOM), M&RA (TFS), all MLG's, AO's working the MAGTF Distribution Center (MDC) concept, all effected Base/Stations and most importantly….

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YOU!!!

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- HOW?
- Redirect any MLG structure not currently performing distribution functions. (Let stations park their Airplanes!)
- Move 50% (generic) of all 3112 Marines out of the PPTY and PAX billets at all base/stations and replace them with trained Contractors.
- Put the realigned billets in MLG MDC T/O’s and Base/Station Freight Billets that are deployable when needed.

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- IN OTHER WORDS!

  - Instead of Training 3112's to support Base/Station/CONUS based "business", train them to perform war time distribution functions in deployed environments

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- WHERE DO WE START?

  - MDC TO/E

  - Determine what commands other than the MLGs (MDC) need restructuring to support GWOT and future conflicts

  - Limit Base/Station to Base/Station assignments

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- Emphasis on distribution training
- Skill designators
- MMEA cooperation
- Leadership input

- Overstaff MLGs
  - Upside – Provides needed personnel to MLGs
  - Creates fuzzy sight picture for restructuring

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- CONTRACTORS – Replace 3112 Marines with civilian contractors (not mil/civ conversion)

  -Test concept at East Coast Base/Stations via eNTEGRITI Contractors using existing HQMC Contract (estimate 12-20 billets initially)

  -Phase II: ID target billets at all USMC base/stations. Contract out in total with supervisory roles being maintained by GOV and MIL personnel

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- CONTRACTORS VS MIL/CIV
- Contractors
  - Provides Flexibility
  - Preserves all 3112 structure
  - Does NOT effect promotion pyramid
- Mil/Civ Conversion
  - Lose Structure!

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- INITIATIVES (In the meantime)
  - Assign a 3112 Monitor
  - Create an assignment slating module

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- ULTIMATE GOAL
- Right-Size to achieve victory in the “Long War”
- Achieve a 1:2 deployment-to-dwell ratio
- Provide our nation a Naval Force that is fully prepared for employment across the spectrum of conflict
- Reset and modernize to “be most ready when the nation is least ready”

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- Improve the quality of life for our Marines and their families. (3112's Share the deployment burden)
- Rededicate ourselves to our core values and Warrior Ethos
- Posture the Marine Corps for the future

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- Bottom Line: The 3112 OCCFLD is currently Base/Station centric, however, given the Commandant's directive on deployment and our ever growing role in Wartime Distribution, it is imperative that we shift our focus to MLG structure.

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QUESTIONS?